



# Your Deferred Compensation Plan !

Your Human Resources Team

“Serving you online.... so you don't have to wait in line”

- ⇒ Are you ready to begin building for a secure retirement and financial future? **“Did You Know”** the City offers **TWO** deferred compensation retirement plans to assist you in investing for your retirement? The City's deferred compensation plans are administered through **Great-West** and **ICMA-RC**.
- ⇒ By participating, you are able to reduce your current taxes while boosting your retirement investments. Also, earnings made on your investments are not immediately taxed.
- ⇒ Participation is handled through an automatic payroll deduction, so once you sign up, the City and Great-West or ICMA-RC takes care of the rest!

## What are the Plan Details?

**Section 457 Plan** – The City provides all **BENEFITED** employees the opportunity to participate in a Section 457 deferred compensation plan. This plan is administered through both Great-West and ICMA-RC.

### **Plan Highlights:**

- ♣ Open Enrollment is continuous—participants can enroll, stop and change at any time.
- ♣ The minimum contribution (payroll deduction) to participate is **\$10.00** per pay period.
- ♣ The maximum allowable contribution under the IRS for 2009 is **\$16,500** per year (**\$22,000** per year if employee is 50 years or older, or turns **50** in the calendar year).
- ♣ **Catch-up Provision:** Allows participants nearing retirement age to increase their maximum annual deferral by an additional **\$16,500**.

**Note:** The maximum allowable contribution includes any City contribution, if applicable. Please consult your **MOU** and/or the **Fringe Benefits & Salary Resolution** for more information on eligibility of City contributions.

## What Plan Information Do I Need to Know?

Please consider the following items when signing up for one of the Section 457 Plans:

**Amount of Deferral:** This is the amount you would like to contribute (deduct) from your salary.

- ♣ Under the **Section 457 Plan**, you can **START**, **STOP**, **INCREASE**, or **DECREASE** your contributions at any time during the calendar year.

**Allocation of Contributions:** During the initial enrollment process, you will be asked to specify the funds into which you would like to invest your money. You may change your fund allocation at anytime during the year.

- ♣ Please utilize plan representatives or information located online to get financial education on the best allocation strategies relative to your retirement needs!
- ⇒ **Note** - Please contact the plan representative to make changes to your current fund selections as well.

**Beneficiary Designation:** In the event of your death, your deferred compensation account balance is not forfeited. Instead, your balance becomes available to your beneficiary. Upon initial sign-up, it is important that you designate a beneficiary.

- ♣ **Important Note:** For those employees currently enrolled, **BE SURE** to keep your beneficiary information up to date, so that death benefits are paid to the appropriate person(s).

**Loan Provision:** For active participants in Great-West or ICMA-RC, the loan provision allows you to borrow up to **50%** of your loan balance up to a **\$50,000** maximum. The minimum amount you can borrow is **\$1,000**.

- ⇒ **Note** - Employees can only have one active loan at a time; repayment amounts are done through payroll deductions.

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## Great-West:

For company information, visit the website at [www.gwrs.com](http://www.gwrs.com)

The City's deferred compensation representative for Great-West is Tracy Cook. Ms. Cook can be reached via phone at 800 - 933-9808 or email - [tracy.cook@gwrs.com](mailto:tracy.cook@gwrs.com)

## ICMA-RC:

For company information, visit the website at [www.icmarc.org](http://www.icmarc.org)

The City's deferred compensation representative for ICMA-RC is Ryan Nakatani. Mr. Nakantani can be reached via phone at 951-778-9022 or email - [RNakatani@icmarc.org](mailto:RNakatani@icmarc.org)

## UPCOMING DEFERRED COMPENSATION SESSIONS

### Monday, 11/03/08

11:00am - 4:00pm (Utilities Oper. Center-Conf. Rm. 2)\*  
\***ONLY** Great-West will be available

### Tuesday, 11/04/08

11:00am - 4:00pm (Utilities Oper. Center-Conf. Rm. 2)\*  
\***ONLY** ICMA will be available

### Monday, 11/10/08

11:00am - 4:00pm (Corporation Yard)

### Friday, 11/14/08

11:00am - 4:00pm (City Hall-Mayor's Ceremonial Room)

### Friday, 11/21/08

11:00am - 4:00pm (Water Quality Control Plant)



For more detailed information, you may also review the City's policy on Deferred Compensation, which is **V-12**, located online within the Human Resources' **Policies and Procedures Manual**.

*We hope that you'll find our weekly updates helpful. Stay tuned for more information!*

Information provided courtesy of the Human Resources Benefit Division

